

the DIVERSITY WORKING AND WINNING TOGETHER FOR A BETTER COMMUNITY DIALOGUE

COMMEMORATIVE EDITION 2003

"We're All On The Same Team"



***PHOENIX HUMAN RELATIONS COMMISSION
CELEBRATES 40TH ANNIVERSARY!***



City of Phoenix



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TEAM MISSION

To provide leadership, information and support to the public in an effort to promote cultural, ethnic and racial harmony and understanding.

TEAM ROSTER

The Diversity Dialogue, a publication serving the interests of the “We’re All On The Same Team” Program, is published quarterly by members of the Phoenix Human Relations Commission, the “We’re All On The Same Team” Executive Committee and the Equal Opportunity Department. It is distributed to residents, businesses and schools in hopes that our city continues to celebrate cultural diversity.

Alternate format is available upon request. Call

**602-495-2485/voice or
602-534-1557/TTY.**

Web site

phoenix.gov/DIVERSITY/dialogue.html



A MESSAGE FROM *Mayor Skip Rimsza*



City of Phoenix
OFFICE OF THE MAYOR

MAYOR SKIP RIMSZA

We talk a lot about diversity; the importance of hearing from everyone, of listening to everyone, of respecting everyone, of educating everyone, of hiring everyone, of appreciating the art and culture of everyone. And we talk about political diversity; of moderates, liberals and conservatives, of Republicans, Democrats, Libertarians and Independents. We talk about the diversity of Arizona. We have deserts, mountains and the grandest Canyon of all. Culturally, we feel Native American, European and Hispanic influence.

Sometimes, we talk about these differences as if they are a temporary condition to be merely tolerated until the "melting pot" does its thing and homogenizes us all into one big lump of blandness. But I say that's wrong. I say that these differences are not to be merely tolerated, but to be celebrated. I say that, far from making us weak, they are, in fact, what makes us strong.

I'm proud of the diversity that exists within the city of Phoenix. I celebrate the Chinese New Year, Cinco de Mayo, the Fourth of July and Mexican Independence Day. All of us, no matter what our gender, our education, our race, creed or color - all of us have something to contribute. And whether you're in government, school, play or the workplace, diversity only makes each of these things better.

The Phoenix Human Relations Commission has been making Phoenix better for 40 years. Their work is important and profound, and they have risen to every occasion and every challenge.

President John F. Kennedy ended his only inaugural address with these words: "With a good conscience our only sure reward, with history the final judge of our deeds, let us go forth to lead the land we love, asking His blessing and His help, but knowing that here on earth, God's work must truly be our own."

Thank you Commissioners, for doing God's work.

200 WEST WASHINGTON STREET, 11TH FLOOR, PHOENIX, ARIZONA 85003-1611 PHONE 602-262-7111 FAX 602-495-5583
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Council Members and Officials



Dave Siebert
District 1



Peggy Neely
District 2



Peggy Bilsten
District 3



Tom Simplot
District 4



Claude Mattox
District 5



Greg Stanton
Vice Mayor
District 6



Doug Lingner
District 7



Michael Johnson
District 8



Sheryl Sculley
Assistant
City Manager



George Flores
Deputy
City Manager



A MESSAGE FROM

City Manager Frank Fairbanks



City of Phoenix
OFFICE OF THE CITY MANAGER

I want to extend sincere congratulations and appreciation to the Phoenix Human Relations Commission on its 40th anniversary and its contributions to our city. The commission has grown over the past 40 years to be a foremost advocate of human and civil rights for Phoenix residents. The passion and focus of its members for promoting respect and understanding among all groups in our community is a legacy that continues today.

Phoenix has a rich heritage of varied and diverse cultures and a long, outstanding history in promoting and celebrating diversity. Over the past several years, we have been recognized nationally for our diversity programs. We were among the first cities in the nation to adopt the Dr. Martin Luther King Jr. holiday and will commemorate the life of Cesar Chavez starting in 2004. Cultural holidays and celebrations - the annual One Phoenix, One People! Multicultural Festival, International Women's Day, Chinese New Year, and the annual Dr. Martin Luther King Jr. Human and Civil Rights Awards Program - are communitywide events.

The Human Relations Commission's mission of fostering respect and appreciation of other groups is mirrored in our organization's focus on valuing diversity in our city workforce and in the 1.3 million residents we serve. Phoenix does not simply seek tolerance and peaceful coexistence between groups but consciously works to ensure mutual appreciation and cooperative relationships.

For many years, Phoenix has viewed itself as a city where equal opportunity and nondiscrimination prevailed. However, there are always areas where special effort is required to make the city's ideal image a reality. The city's commitment to diversity through its programs, activities and services lays the foundation for a future where all people's rights are respected. Still, we know the job is far from being finished, and we are committed to seeing that much more is done in the years ahead. Working together with the Human Relations Commission, we will ensure that Phoenix continues to be a city that embraces cultural diversity.

200 West Washington Street, 12th Floor, Phoenix, Arizona 85003 602-262-6941 FAX: 602-261-8327
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FROM RORY GILBERT

HRC Chair . . .



"The work of the HRC is as important now as it was in 1963."

This year marks the 40th anniversary of the Phoenix Human

Relations Commission. In 1963, issues of racism and inequality profoundly challenged our country. Within the next few years, the Civil Rights Act and Fair Housing Act dramatically changed the status quo in most of the nation.

In Phoenix, the HRC had its work cut out, to look at laws and practices that deprived many Phoenix residents, equal access and opportunity. And now, 40

years later, it is easy to get complacent, to think that the work of social justice is done because laws have been passed. Getting legislation is hard, but changing long-held beliefs and attitudes is even harder.

The HRC continues to address these issues through the "We're All On The Same Team" program, a nationally recognized education and awareness initiative; work on the city of Phoenix disparity study, and the Youth and Education Grant Initiative; the annual MLK Awards; and our efforts to reach out to under-represented groups in Phoenix through our community meetings. So far,

we've met at the Phoenix Indian Center, with the Japanese American Citizens League and with the Islamic Community Center of Phoenix Mosque.

The work of the HRC is as important now as it was in 1963. We strive to address today's challenges including health care disparities, profiling, disproportionate representation in the justice system, predatory lending practices and hate crimes. We look forward to your support and involvement as we continue our work to ensure that Phoenix lives up to its potential of securing respect and opportunity for all its residents.

PHOENIX HUMAN RELATIONS COMMISSION

Commission Members

Rory Gilbert, chair
RJ Shannon, vice chair
Raquib Abdullallah
Marwan Ahmad
Kirk Baxter
Ken Ihori

Manny Lerma
Tony Motola
Martin Nowakowski
Mildred (Molly) Bograd
Frank Brabec

Gloria H. Cuadraz
David Curry, Ph.D.
Brandon Goad
Frank Rivera
Ted Wilson

The Phoenix Human Relations Commission meets at 5 p.m. the third Monday of each month at Phoenix City Hall, 200 W. Washington St. The meetings are open to the public. For more information, call 602-261-8242 or visit phoenix.gov/CITYGOV/bdcomm.html.

SAME AIMS

Racial Progress and Secure Justice

by Henry A. Cabirac Jr., first appointed executive director of the HRC

Receiving an invitation to participate in the celebration of the establishment of the Human Relations Commission resulted in my reminiscing regarding my experience in Phoenix. When I look back, it reminds me of the fact that when I left New Orleans I was informed by a number of my friends that many wives would prefer leaving their husbands rather than move out of New Orleans.

In addition to facing that possibility when I arrived in Phoenix immediately after the 1964 presidential election of Senator Barry Goldwater against President Lyndon Johnson, there was a fair amount of emotion regarding the entire situation, particularly in racial matters since that had been a major issue in the election.

I was most grateful that, shortly after I arrived, I met with the multi-racial groups and discovered that the majority of them had

some of the same aims that I did, to make racial progress and secure justice.

As we went to work and spent time to implement this dream, the commission successfully passed public accommodations, fair housing, equal employment and affirmative action ordinances that resulted in the hiring and employment of minorities and women, and opening neighborhoods to people previously excluded. Obviously, there's still much work to be done, particularly in this rapidly growing multi-ethnic community.

I am deeply pleased that in January my wife and I are looking forward to celebrating our 50th wedding anniversary, to which we will invite a small group of family and friends, including the people that introduced me to my wife years ago.

I applaud the Phoenix Human Relations Commission for its continued efforts.

"FULFILLING THE PROMISE"

Creating a Human and Civil Rights Legacy for Phoenix

by Carole Coles Henry, EO director



Congratulations to the Phoenix Commission on Human Relations for your dedication to making our city a great place to live and work! Your passion, focus and

action-oriented agenda have created a human and civil rights legacy for our growing community.

This month we celebrate the 40-year commitment of current and former commissioners, Phoenix elected officials, city management, volunteers and staff to championing human and civil rights. The city of Phoenix, through your eyes, visualizes and fosters a community committed to peace, justice and equality for all residents.

Phoenix is rapidly becoming one of the most multicultural cities in the country. Due to your involvement, we are known throughout the nation for our creative and effective equal opportunity and affirmative action programs that serve as models for other cities. Our diversity is our strength, and its roots predate the civil rights movement and the creation of the commission.

The 1984 report issued by the Ad Hoc Committee on Human Relations, "A Promise Unfulfilled," called for sweeping organizational changes for the commission, including revision and consolidation of ordinances on human relations, creation of the Equal Opportunity Department (EOD), stronger enforcement of fair housing laws and the suppliers and contractors ordinance, and initiation of new complaint procedures by the Police Department. I am pleased to announce that, through our partnership,

we have met and surpassed the report's recommendations.

Since I joined the department in 1987, the partnership between the commission and EOD has grown and evolved through the contributions of four mayors, seven chairs, four EO directors and staff changes. One constant throughout the years has been our collective commitment to human rights and economic, social and political justice.

The commission has had numerous achievements in addressing human and civil rights issues. Some of these accomplishments include:

- Revision of the city's antidiscrimination ordinance (1993)
- Collaboration with the Police Department to create citizen advisory groups for the African-American, Hispanic, Asian, Native American, Jewish and gay/lesbian communities (1994)
- Creation of the police complaint/commendation process and community forums on police/community relations (1995)
- Creation of the Dr. Martin Luther King Jr. Calvin C. Goode Lifetime Achievement Awards Program (1994)
- Re-engineering of the Minority, Woman and Small Business Enterprise (M/W/SBE) Program (1993)
- Development of the "We're All On The Same Team" Cultural Awareness Education Campaign (1997)
- Creation of the annual "One Phoenix, One People!" Multicultural Festival and Phoenix commemoration of the National League of Cities Race Equality Week (2001)

The many dedicated men and women that have provided leadership and served on the commission have afforded our

community a voice for ensuring social and economic justice. The accomplishments of the commission and EOD are directly attributable to these fine individuals' vision, leadership and expertise. Their achievements have improved our lives and enhanced Phoenix's livability. Even so, much work remains to be done. We carry on the vision through the city's proactive compliance with EO laws, organization-wide cultural diversity efforts, and education and equal opportunity practices.

In a recent U.S. Supreme Court opinion on the University of Michigan admissions cases, Justice Sandra Day O'Connor wrote that in 25 years affirmative action measures should no longer be necessary in the United States to ensure equal opportunity for all people. In the past half century, our community has moved from segregated restaurants and swimming pools to more covert forms of discrimination. Today, the lack of fair housing and employment practices, hate crimes and anti-immigration sentiment among other inequities, are very real social challenges.

As we continue to grow as a city, EOD's partnership with the commission will continue to "fulfill the promise" of promoting respect and understanding among all groups. We strive for Phoenix to be a city where every person can thrive as a valued member of the community.

We invite you to remain or become actively involved with us in serving as a voice for the voiceless, a friend to the friendless and an advocate for the underserved populations in our midst. I urge you to continue to stand with us in the long struggle for equality and opportunity for all Phoenix residents.

EQUAL OPPORTUNITY DEPARTMENT

Staff to the Human Relations Commission

Carolyn Gall, deputy director

LaVina Horne, EO specialist lead
Ron Williams, EO specialist

I. Godwin Otu, EO specialist
Sandy Ady, administrative assistant I

Gloria Rianza, secretary II
Nicole Laborin, secretary II

PHOENIX HUMAN RELATIONS COMMISSION

The Early Years . . .

These items document some milestones in the early development of the Phoenix Human Relations Commission.

- July 1963 4 Named to Rights Group
- July 1963 Mayor Explains Rights Unit's Job
- December 1963 City Success Tied to Racial Attitude
- December 1963 Minorities' Religious Panels Set
- January 1964 Phoenix Equal Economic Creed
- November 1964 Race Relations Progress Hailed
- November 1964 Civil Rights Priority List Planned
- February 1972 Pamphlet to Help Comply with Laws



WILLIAM F. MILLER
Mayor, Phoenix

4 Named To Rights Group

The Phoenix City Council today appointed four members to a committee to coordinate activities of the Human Relations Commission on Human Relations.

Mayor Tom Thurston II, named William F. Miller, city controller, as chairman, and named as members: Robert J. Kasper, city manager; and Robert J. Kasper, city manager.

The four members' stated intent to study the 11 national laws which state that "all men are created equal," do propose and pledge this course of positive action to insure all people at every race, color, religion, creed and national origin, equal opportunity to share in the spiritual, social and economic life and growth of our community.

The commission will "work toward the elimination of prejudice and discrimination against persons and individuals because of race, national origin or religious faith," the council learned.

Named previously to the study of anti-discrimination laws are: Mayor F. Miller, city controller; Robert J. Kasper, city manager; and Robert J. Kasper, city manager.

Mayor Explains Rights Unit's Job

By THE PHOENIX POST-EXPLORER
JULY 10, 1963



Mayor Tom Thurston II (left) discusses duties of newly designated Human Relations Commission with city controller William F. Miller after meeting in committee today.

Minorities' Religious Panels Set

By THE PHOENIX POST-EXPLORER
JULY 11, 1963

The first in a series of panel discussions exploring the problems of the Negro and the Jew as these problems relate to each other and the community will begin at 2:30 p.m. Thursday at Temple Beth Israel, Jewish Center and Flower.

Rabbi Albert P. Fisher of Temple Beth Israel, Jewish Center and Flower.

Rabbi Albert P. Fisher of Temple Beth Israel, Jewish Center and Flower. The series will continue on Aug. 1, 8 and 22. The panel members have well known educational, economic and social problems of minorities in the community.

A question and answer period will be open to the audience at each panel discussion after panel members have completed their presentations.

The series is free to the public.

CIVIC LEADER DECLARES:

City Success Tied To Racial Attitude



Mayor Tom Thurston II (left) and city controller William F. Miller (right) discuss the city's success in dealing with racial problems.

Plaques Go To Firms For 'Rights'

By THE PHOENIX POST-EXPLORER
JULY 11, 1963

Plaques were presented today to the firms which have been recognized for their contribution to the community's progress in dealing with racial problems.

The plaques were presented by Mayor Tom Thurston II and city controller William F. Miller.

The firms which have been recognized for their contribution to the community's progress in dealing with racial problems are: [List of firms]

PHOENIX HUMAN RELATIONS COMMISSION

Phoenix Human Relations Commission Creed

ARIZONA VERTICAL FILE

WE, the undersigned, do hereby pledge to the community that we are created equal," do propose and pledge this course of positive action to insure all people at every race, color, religion, creed and national origin, equal opportunity to share in the spiritual, social and economic life and growth of our community.

WHEREAS, recognizing the right of every individual to equal employment opportunity in accordance with his educational background, experience, and ability;

WHEREAS, all employment opportunities should be on equal and without prejudice to every individual; and

WHEREAS, the economic well-being and progress of every individual are related to his capabilities, ability, performance, and continued training and education;

WHEREAS, opportunity for such growth and opportunity should be provided equally and without prejudice;

THEREFORE:

1. We shall maintain a policy of equal employment opportunities for every individual without regard to race, color, religion, creed or national origin.
2. We shall pursue a program of education and counseling to ensure the proper placement, the best use of personal ability, and the fair consideration of potential for promotion of every individual, regardless of race, color, religion, creed or national origin.
3. We shall make no training program available to every qualified employee and shall insure that training opportunities be made available to every individual who has the opportunity to be trained. We shall make no training program available to every qualified employee and shall insure that training opportunities be made available to every individual who has the opportunity to be trained.
4. We shall make every effort to eliminate those practices which tend to discriminate against individuals on the basis of race, color, religion, creed or national origin.
5. We shall make every effort to ensure uniform practices with respect to discipline and promotion rules applicable to all employees without regard to race, color, religion, creed or national origin.

RESPONSE 107000

Race Relations Progress Hailed



Mayor Tom Thurston II (left) and city controller William F. Miller (right) discuss the city's success in dealing with racial problems.

Civil Rights Priority List Planned



Mayor Tom Thurston II (left) and city controller William F. Miller (right) discuss the city's success in dealing with racial problems.



PAMPHLET TO HELP COMPLY WITH LAWS

A pamphlet titled "How to Comply with the Federal Civil Rights Laws" was published by the City of Phoenix. The pamphlet is designed to help small business owners and managers understand and comply with the federal civil rights laws. It is available for free to all business owners and managers in the city of Phoenix.

IT WASN'T THAT *Long Ago!*

by Luis Ibarra, former HRC chair



"The Dr. Martin Luther King Jr. Breakfast was originally an effort of the Human Relations Commission and now it is a 'community institution' that will continue to be a part of our community regardless and the Commission still continues to be a partner with that initiative."

It wasn't that long ago that we had segregated schools and neighborhoods in Phoenix; it wasn't that long ago that people of color were not allowed to solicit some business establishments and there were signs on the windows of businesses that stated "no color trade solicited" or "no dogs or Mexicans allowed;" it wasn't that long ago that people of color were not allowed to use public pools except on designated days and then it was drained and "clean water" was used to refill the pools.

The Human Relations Commission has been a vehicle to make sure that those kinds of things never happen again in our community. The commission has been proactive about celebrating our diversity in Phoenix and acknowledging the differences in cultures, traditions and ceremonies of Phoenix residents. The Human Relations Commission has recognized that the diversity of its residents is a tremendous resource to the city and that it is the foundation of building a strong community.

The commission has been instrumental in developing an understanding that the city has to take a leadership role in making sure that services and business of the city are inclusive and accessible to all of its residents.

I felt honored to be nominated to chair the Human Relations Commission and my goal was to make sure that we continue to work on the strategic direction of the commission and to continue to work the "edges" to make sure that we continued to work on the issues and concerns that are still very critical, such as the city disparity study and the inconsistencies in the areas of contract procurement of minority-owned businesses.

The Dr. Martin Luther King Jr. Breakfast was originally an effort of the commission and now it is a "community institution" that will continue to be a part of our community; and the commission still continues to be a partner with that initiative. This is an example of one significant accomplishment of the HRC that reflects the type of work done and that is another reason why I felt honored to be selected as chair of the commission.

Lastly, I wish to mention the tremendous support that we had from the Mayor, City Council and city administration that contributed greatly to the success of the commission. It wasn't that long ago!

CITY OF PHOENIX *Commission on Human Relations...*

by Rabbi Robert L. Kravitz D.D., former CHR chair



Inter-group relationships, relationships with law enforcement, and the growth in stature of the Phoenix Human Relations Commission

were hallmarks of my double-term as its chairman during the late 1980's and early 1990's, under the mayoral leadership of Terry Goddard and Paul Johnson.

We added members to the commission from underserved communities, broadened the age span and diversified the ethnic and religious backgrounds on the commission. Commission members worked diligently on several active committees and reported timely achievements to the monthly commission meetings. Two hallmark achievements by my commissioners continue today to add to the quality of life in Phoenix.

Initially, we were uncertain of the "powers" of the commission. Many of us were new to the process. To remedy that problem, commissioners devoted many hours of personal time to better defining the mission of the PHRC. With facilitated assistance from the Equal Opportunity

Department staff, we determined our strengths and foci, and announced them to the public. Ours was to be an activist commission connected to communities, organizations and also city departments with whom we could have impact.

Rather than dismiss the difficulties that existed between minority communities and the city, especially our police department, my Commission of Human Relations tackled the issue and produced a Commendation/Complaint Form that was easily available citywide and with which residents could make comments about their relationships with the police. We read and acknowledged each comment and tried to resolve conflicts where they were perceived or existed.

We knew that the issue of treating all people equally in public accommodations had been fought and won. The change of the city's ordinance about housing and the ability of owners to refuse to rent to non-heterosexuals, raised some interest. After an extended public hearing and a lengthy period for public input from literally thousands, the commission evaluated the comments, looked to its mandate and adopted changes that would

provide equal opportunity in housing to all persons, regardless of sexual orientation. In its wisdom, our City Council passed the revision.

It also was at that time that the statewide discussion of Hate Crimes laws began and the PHRC took a forthright stand in support of "sentencing-enhancement" legislation.

Over the years, I had the privilege to serve with some of the finest private citizens and public officials. The challenges faced by a Commission on Human Relations never end, and a city needs to maintain a vigilant community commission to identify and treat critical "people" problems. The hundreds of hours spent with members of the commission, and related agencies and departments, are some of the most incredible and positive that I have spent in my entire lifetime.

Congratulations to the leadership over the years and to city of Phoenix for establishing and maintaining its Commission on Human Relations for four decades! I wish you all continued success!

“... JUST SAY THAT I WAS A Drum Major For Justice...” *



by Morris F. Johnson III, former HRC chair

As a past member and chair of the Phoenix Human Relations Commission, I have been asked to write something in recognition of the 40th anniversary of the commission. Let me just say that after a decade passing with so many occurrences and changes taking place, this was not an easy task.

Upon dusting off the gray matter within my brain, I thought of Dr. Martin Luther King Jr. and his profound words embodied in his final speech before his untimely death in Memphis, Tenn. in 1968:

*“If you want to say that I was a drum major...
just say that I was a drum major for justice...
I was a drum major for peace...
I was a drum major for righteousness...
and all of the shallow things will not matter...
I just want to leave a committed life behind!”*

These words rang true in the early 1990’s and still do now. Our charge as a commission in the early 90’s was to assist in ending racial, religious, sexual, age, gender and the various other areas where biases occurred in the areas of employment, housing and education. Members of the commission were citizens from all walks of life who were committed to being “change agents.” To be effective, we had to work closely with a committed staff of the city’s Equal Opportunity Department.

Besides being committed to fighting the “isms,” we also had to deal with a political reality in 1990. Our governor had rescinded the state MLK Holiday, although the city of Phoenix had been and was continuing to recognize and celebrate the holiday. From the political side, our task was to be a shining example for the rest of the state concerning the MLK holiday, but also be a “lightning rod” for positive change at a time when

the climate was becoming more divisive and negative. This task wasn’t an easy one for the commission, trying to connect and communicate with the various groups that had formed concerning the MLK Holiday and trying to be the calm within the storm – a storm that was damaging Arizona’s image across the country.

Just as important was our charge to enlighten, inform and educate the community at-large to understand that fairness and equality was the underpinning of our constitution and that our communities were no longer “melting pots” but emerging “salad bowls” with increasing unique ingredients that enhanced the flavor of our life.

Once a community is enlightened, informed and educated concerning fairness and equality, a civilian army has been formed to carry forth the message of inclusion and tolerance. That message is one that flows through the umbilical cord of life, providing the nourishment needed to produce a positive and healthy society. As a society that truly understands if we are to truly flourish and not just survive, we all have a duty everyday of our lives, to provide the proper nourishment to life’s umbilical cord that feeds society’s fetus - a fetus that will be the skeletal formation of our future societies.

It all comes down to one simple question, “Do we live together as brothers and sisters walking hand in hand or do we die divided and separate as fools?” We and we alone must answer this question. We also must remember that each and everyday we inject into life’s umbilical cord and what we inject has ramifications for numerous generations to come. “We are what we produce.”

**The Rev. Dr. Martin Luther King, Jr. (1929-1968)*

THE MARTIN LUTHER KING JR. Awards Program

by Rory Gilbert, HRC chair

Each year, the Human Relations Commission has the honor of selecting the recipients of the Dr. Martin Luther King Jr. Living the Dream Awards and the Calvin C. Goode Lifetime Achievement Award presented at the Dr. Martin Luther King Jr. Celebration Breakfast. This year, a panel of committed volunteers worked throughout the year to review, revise and clarify criteria, develop the awards brochure and expand outreach to the community. Their efforts really succeeded.

The interview committee was humbled by the outstanding fields of nominees they had the opportunity to review, and all agreed that it was a privilege to meet the inspiring people who truly contribute daily to making our community a better place for all of us. Plan on being part of the celebration, Friday, Jan.16, at Phoenix Civic Plaza Ballroom, to honor these remarkable individuals.

Previous Calvin C. Goode Lifetime Achievement Award recipients include:

2003 - Dr. Warren H. Stewart Sr.
2002 - Dr. C. T. Wright
2001 - Dr. John Edwards
2000 - Dr. Eugene Grigsby
1999 - Rod Ambrose and Evelyn Smith
1998 - Betty Fairfax and Justice Stanley Feldman
1997 - Bill Scott
1996 - Dr. Lincoln Johnson Ragsdale Sr.
1995 - Juan “Chico” Bogan
1994 - Calvin C. Goode

THE WE'RE ALL ON THE *Same Team Program*



by R.J. Shannon, Chairperson, We're All On The Same Team Committee

2003 was a year of dialogue and celebration for the *We're All On The Same Team* (WAOTST) committee. This Phoenix Human Relations Commission program began as a vision of commissioners six years ago, with the analogy that sports teams consisted of people

from varied ethnicities, economic make up, genders, sexual orientation and abilities. Yet, with all of these differences, they work together toward one goal - winning the game.

The WAOTST diversity project was determined to win over racism, sexism, homophobia, heteroecism, ageism, bias towards those with disabilities or those judged because they're deemed to be too rich or too poor. Dr. Martin Luther King spoke about the "content of one's character" being the basis for humanitarian response. *We're All On The Same Team* program strives to bring this message to all who live and work in Phoenix.

We continue to host Brown Bag luncheons each month in the Phoenix City Council Chambers with a wide range of speakers sharing the history of African percussion and the Japanese concentration camps to lively yet sultry dances from Mexico and East India.

Our Diversity Dialogue newsletters cover stories that portray the heroes and events including the Women's Commission and the Commission on Disability Issues. Even more heroes from the Equal Opportunity Department and the city are spotlighted in a newsletter long known for singing the stories about the best of the best in our city. Race Equality Commemoration 2003 was an opportunity for folks long invested in living the dream to talk about what future work is needed so that all share that dream.

We once again prepare for our annual *One Phoenix One People!* multicultural celebration as the Phoenix Human Relations Commission celebrates 40 years of hard work in the areas of civil and human rights for the Phoenix. The *One Phoenix One People!* multicultural festival made its mark on Phoenix two years ago and will continue every year to celebrate our city's diverse peoples.

Performers will share their music, dance, clothing and cultural *One Phoenix One People!* multicultural stories. Past commissioners will gather with new commissioners to talk of what has passed while we also speak of our hopes and ideas for a tomorrow built on understanding and new trust. This event marks a new beginning for a Human Relations Commission that for six years has brought new ideas combined with the best of the old ones to a city hungry for building community.

The *We're All On The Same Team* program has been honored nationally for the campaign we began years ago and for the work we continue to do. Forever grateful for this recognition, we accelerate our efforts to bring dialogue and positive change to an ever-transitioning Phoenix. Bringing people together, not in spite of their differences, but because of their differences is what *We're All On The Same Team* program is all about.

We're All On The Same Team is only successful because self assessment is key to beginning true dialogue. The future will bring continued Brown Bag luncheons, Diversity Dialogue newsletters, a new youth video and trainings. New to us will be "Dining for Diversity" dialogues, engaging commissioners, city staff and the public. We will continue to ask ourselves the hard questions, bring those questions to our communities, while celebrating all those who play on the team of the great city of Phoenix.

HONEY BEARS BARBECUE *Sponsors Race Equality Commemoration Reception*



by I. Godwin Otu

Every year since 2000, the National League of Cities designates an entire week as Race Equality Week. This year, the

designation was from Sept. 29 through Oct. 4. The city of Phoenix chose Tuesday, Sept. 30 to commemorate Race Equality. Activities during the commemoration included a City Council Report, a mayoral proclamation, a race equality conversation and a reception. The commemoration was of special significance in that the Phoenix Human Relations Commission is celebrating 40 years of its existence this year.

Congratulations to the HRC on its 40th year anniversary!

Honey Bears Barbecue, a successful city certified-minority owned business for several years, demonstrated its support of the city's human and civil rights endeavors by donating refreshments during the race equality reception.

My profound appreciation goes to Gary Clark, Mark Smith and Sherry Leach, owners and operators of the business enterprise. In chatting with Sherry, what really impressed me, apart from the quality of their food, is the level of charitable involvement by this business enterprise in the community. At any given time, Honey Bears Barbecue is

supporting one group or another by donating food. Their generous gestures throughout the Valley are indeed commendable.



THE STRUGGLE FOR RACIAL EQUALITY

Human Relations and the Legacy of Progressive Action

by Matthew Whitaker, Ph.D. assistant professor of History, Arizona State University



Between 1953 and 1970, fired with a passion for racial equality, Civil Rights leaders in Phoenix drew upon an arsenal of social justice weapons in the battle for civil rights in Phoenix. They helped dismantle an apartheid-like system in what is presently the sixth largest city in the U.S. These leaders, though geographically isolated from the Civil Rights Movement in the American South, were not strangers to discrimination and racial inequality. They led the way in securing victories for racial justice in Phoenix. Sometimes they did so in advance of national milestones in civil rights.

Local African American leaders such as Opal Ellis, Hazel B. Daniels, Lincoln and Eleanor Ragsdale, George Brooks and Clovis Campbell Sr., played tremendous roles in Phoenix by promoting racial healing and a multiracial American democracy through non-violent social change. These activists were armed with hope and a passion justice, and they were aided by sympathetic white Phoenixians such as Herbert L. Ely, William P. Mahoney, Fran Waldman and other people of color, such as Manuel Pena.

The Ragsdales, through their work in the Greater Phoenix Council for Civil Unity (GPCCU), and the National Association for the Advancement of Colored People (NAACP), and through intense networking, dialogue and non-violent protest, played a critical role in calling upon Phoenix's public and private sector to abandon their discriminatory practices. The leadership of Hazel B. Daniels helped desegregate Phoenixian schools in 1953, one year before the landmark 1954 *Brown v. Topeka* Board of Education school desegregation ruling.

Lincoln Ragsdale's bold and confrontational leadership exploited the uniquely fluid racial relations in the West, to fashion a career that was both unabashed and creative, when many of his Southern contemporaries were under constant threat of terrorism and a more violent version of massive white resistance.

Between 1954 and 1970, America's civil rights movement peaked. Through an aggressive coalition of organizations and agencies, such as Phoenix's Human Relations Commission, activists fought de jure and de facto racial segregation. They

continued to attack segregation in the courts, and through "direct action protests" such as "sit-ins," boycotts and other forms of civil disobedience.

In the face of this onslaught and despite persistent white resistance, legal segregation and disfranchisement collapsed. Although racism remained and African Americans and other people of color lagged behind their white counterparts economically and politically, these groups experienced unprecedented improvements in their socio-economic mobility.

The activism that defined the black freedom struggle also inspired white women and various people of color and other marginalized groups, to adopt many of the same strategies to combat discrimination on the basis of race, religion, sex, sexual orientation, disability and others.

In Arizona, Chicanos such as Alfredo Gutierrez in Phoenix, promoted curriculums in colleges and universities, including Arizona State University, that addressed their heritage. Mexican-American leaders such as Cesar Chavez, who was born in Yuma, Ariz., worked for the economic advancement of Mexican American migrant workers through the United Farm Workers.

American Indians also emerged as a powerful political force during the late 1960s. They organized to address problems such as high unemployment, low life expectancy, high suicide rates, and economic and political marginalization.

The determination and the spirit of black civil rights leaders, the strength of their organizations, the trust of their constituents, the dedication of their partners and those who adopted their strategies, pressured private institutions and governmental leaders, agencies and courts, to render decisions that systematically undermined generations of inequality.

These changes provided for the advancement and diversification of educational institutions, electoral politics, the arts and the nation's social consciousness. Many challenges still lay before us, but as our history has shown, much can be accomplished at the federal, state and local level through hard work and coalition building in the pursuit of true social, economic and political equality.

PHOENIX RECOGNIZED NATIONALLY

For Cultural Diversity Programs

The city of Phoenix was recognized by the National Black Caucus of Local Elected Officials (NBC-LEO) of the National League of Cities in the spring 2003 for its Diversity Task Force. As the winner of the NBC-LEO 2003 City Cultural Diversity Award (for a population of more than 400,000), Phoenix was recognized for setting a strong example of how cities can improve and promote cultural diversity in their communities.

In 2002, Phoenix was first runner up in the same category for its Minority, Women and Small Business Enterprise Participation Program. The city also was the winner of the NBC-LEO 1994 City Cultural Diversity Award.

For more information about these programs, call 602-262-6790/voice, 602-534-1557/TTY or visit phoenix.gov/MWSBE/.

